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## **MEMORANDUM**

**SUBJECT:** 2010 Equal Employment Opportunity Policy Statement

**TO:** All Employees

I am reaffirming my commitment to the principles of equal employment opportunity and diversity in the workplace for the U.S. Environmental Protection Agency's employees and job applicants. The EPA must continue to attract, develop, and retain a highly skilled, diverse work force to meet the demands of our mission to protect human health and the natural environment.

The EPA must be fully committed to promoting and maintaining a workplace that ensures equality of opportunity for everyone, regardless of her or his race, color, religion, sex, national origin, age, disability, status as a parent, sexual orientation, protected genetic information, prior EEO activity and marital status.

Our managers and supervisors must lead by example to ensure the workplace is free from discrimination, hostility, intimidation, reprisal and harassment. We all have a role to play, and each of us must be committed to treating one another with dignity, respect and professionalism.

I ask you to help me create a work environment that embraces our individual differences and gives everyone full consideration for employment opportunities, including hiring, promotions and training, regardless of his or her protected status.

Our vision of One EPA can be realized only if we respect and honor the differences that every employee brings from her or his background. I am confident that, as we move forward, all of us will work toward protecting and advancing the principles of EEO.

I offer my sincerest thanks to all of you for your dedication to the EPA and for the excellent work you do every day to protect the American people and our environment. None of it would be possible without the diversity of experiences and ideas that each of you brings to our agency.

Lisa P. Jackson  
Administrator